

	<b>POLICY</b> <b>Corporate Social Investment</b>	Doc No: <b>POL-009</b>
		Revised By / On: MD & COO
		Revision Number: 2 / October 2025
		Effective Since: March 2017
		Page 1 of 2

## 1. PURPOSE

The policy aims to contribute to education and development in the community to contribute to a sustainable economic future.

## 2. SCOPE

The scope aims to cover the company's plans to make a long-term positive impact on the community.

## 3. Reference

<b>POL-002</b>	Environmental Policy
<b>POL-007</b>	Affirmative Action and Anti-Discrimination Policy
<b>POL-008</b>	Enterprise Development Policy
<b>POL-011</b>	Aids Policy
<b>POL-028</b>	Corporate Governance Policy
<b>POL-033</b>	Employment Equity & Remuneration Policy
<b>SHEP-001</b>	Environmental Procedure

## 4. Definitions and Abbreviations

<b>CSI</b>	Corporate Social Investment
<b>PPL</b>	Packer, Porter, Loader

## 5. Responsibilities and Authorities

Responsibilities and authorities are detailed in section 6 of this procedure

## 6. POLICY

The Managing Director, in conjunction with the Head Office Executive Support Team (i.e. CFO & COO) are responsible for the implementation of this policy

Biddulphs aims to demonstrate exemplary corporate citizenship and harmony with society through its continued focus on affirmative action and actively employing and promoting women and persons with disabilities.

The Company is against child labour and no persons under the age of 18 may be employed by the Company. Refer to **POL-007** for more information on our Affirmative Action and Anti-Discrimination Policy and **POL-008** concerning our Enterprise Development Policy.

Biddulphs wishes to provide working conditions that encourage productivity and meet the Company's Health and Safety Policies and Procedures. Biddulphs employs deaf and disabled staff. We also support charitable organisations that provide opportunities to disabled and handicapped individuals.

Biddulphs integrates social responsibility and environmental stewardship into its core operations by minimising its ecological footprint, as defined in **POL-002** and **SHEP-001**, and addressing local challenges through impactful community initiatives. A primary focus is the company's unique, in-house training centre in Johannesburg, which provides employees with accredited Packer, Porter, Loader (PPL) skills through the Transport Education and Training Authority (TETA) accredited programmes to foster personal and professional growth. Furthermore, the company actively combats the social and economic impact of the HIV/AIDS pandemic within the transport industry through a dedicated health training programme and the comprehensive support structures outlined in **POL-011**.

In summary, the Company conducts on-going investigations into several avenues in which we can have an impact on those who live and work near our office location footprint.

	<b>POLICY</b> <b>Corporate Social Investment</b>	Doc No: <b>POL-009</b>
		Revised By / On: MD & COO
		Revision Number: 2 / October 2025
		Effective Since: March 2017
		Page 2 of 2

We aim to always encourage our supply chain partners to adopt similar corporate social responsibility initiatives.

There are a variety of measures and activities the company tries to adopt so as to meet the needs of our staff, associated communities and society, including but not limited to the following, namely:

- 6.1 Ensure all social media pages (via our website homepage icon links) are kept up to date to inform all our stakeholders accordingly (i.e. through Facebook, Instagram, LinkedIn, Twitter, Pinterest, etc) of implemented initiatives.
- 6.2 Encouraging further education of people from previously underprivileged groups of society including heavy duty female and male driver learnerships; administrative and/or mechanical related training course certifications and/or university or technicon diplomas and degree courses being offered. These initiatives are funded with either Biddulphs resources or government grants.
- 6.3 Supporting both public and private schooling and/or development institutions through various outreach programmes and/or fun days and/or fun runs sponsorships.
- 6.4 Committed to providing employment and development opportunities for deaf and disabled individuals in roles such as porters, packers, loaders, and warehouse storemen.
- 6.5 Providing transport related service donations to various Section 18A charitable institutions. These include institutions such as Rotary Clubs, Marathon Events, Homeless/Child Housing Institutions, etc.
- 6.6 We are proud of our initiatives and regularly communicate all socio-economic endeavours through our social media platforms, intranet email communications and/or a periodic newsletter to all staff.
- 6.7 Additionally, we also communicate on international channels such as FIDI, HMY, BAR or IAM global marketing channels.

#### CHANGE / REVISION HISTORY

Change History			
Rev No	Changes	Pages	Effective date
0	Complete revision of QMS documentation and alignment with ISO 9001:2015	All	2017.03.01
1	Revision and alignment with FIDI	All	2023.06.13
2	Reviewed	All	October 2025

#### Approval

Designation	Name	Signature
Managing Director	O Farmerey	